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November 7, 2006

RECEIVED

NOV 14 2006

UFCW LOCAL 1439

Eric Renner
Union Representative
UFCW Local 1439
1719 N. Atlantic St.
PO Box 5298
Spokane, WA 99205

RE: Susan [REDACTED] Discharge Grievance

Dear Mr. Renner:

This will acknowledge and respond to the aforementioned grievance dated October 24, 2006 which was received by fax only on the same date.

In looking into this matter I find that grievant was discharged on or about October 20, 2006 for negligence in the handling of cash and or negotiable instruments which resulted in a loss to the company of \$18.02. Specifically, on or about October 14, 2006, grievant failed to complete a customer's transaction and further failed to collect payment from the customer for merchandise purchased.

In accordance with the Employee Responsibilities Form, violation of this policy results in termination and does not require prior warning.

Based on the foregoing, the company does not find a violation of the contract has occurred, therefore, your grievance is denied. Should you wish to pursue this matter further please contact Allied Employers.

Sincerely,



Peggy Callahan
Employee Relations Administrator

Cc: Randy Zeiler
Enclosures